



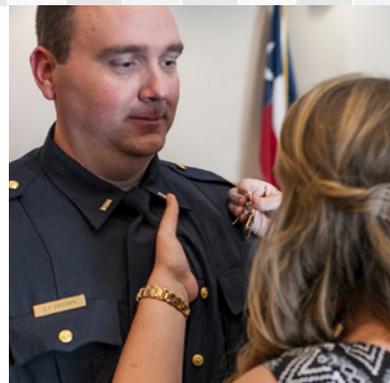
College Station Police Department

*Improving the Overall Quality
of Life in the Community*



Annual Report 2015

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Mission Statement

We, the members of the College Station Police Department, in partnership with our community, will strive to reduce crime, the fear of crime and improve the quality of life by upholding laws, protecting lives and property, and providing a safe and secure environment.

Vision Statement

The vision of the College Station Police Department is to be regarded by our community and our profession as a premier law enforcement agency in the nation.





FROM THE CHIEF

Scott McCollum

Chief of Police, City of College Station



Mayor, City Council, and the Citizens of College Station:

On behalf of the dedicated men and women of the College Station Police Department, I am pleased to present our 2015 Annual Report. This time last year, we talked about 2014 being a year of transition. In 2015 we have experienced a year of accomplishments for the College Station Police Department. These accomplishments represent the hard work of a team of individuals that cross divisional, departmental and organizational lines. A team is not just a group of individuals, it is people who may be unequal in experience, have different opinions, talent or education, but who are mutually respectful toward one another and equal in their commitment to work together to achieve the goals and objectives of our Department; the goal to serve our community.

In the past year our Department was successfully reaccredited with a designation of “excellence”, recognized by the Texas Police Chief’s Association for meeting best practices, implemented an initial set of body cameras, opened our North Gate office, identified the vendor for a new CAD/RMS project, and worked with the public and area law enforcement partners to reduce crime and the fear of crime in our community.

The Medal of Honor is the highest award an employee can receive from our Department. We were pleased to bestow this honor upon two of our officers, Brit Lopez and Patricia Marty. Lopez was honored for his work in pursuing and identifying fleeing homicide suspects and treating injured victims. His acts of bravery and heroism; advancing toward an immediate threat and putting his own safety at risk show his true dedication to his career. Officer Marty worked to extract a driver from a vehicle engulfed in flames and had it not been for her actions the results could have been deadly for the driver. Her heroism and bravery facing danger to save a citizen is a shining example of the selflessness our officers display daily. We are also extremely proud that two more of our Officers, Matt Newton and Cody Osborn, received Life Saving Awards for their extraordinary efforts involving a motorcycle accident. Their quick actions utilizing the lifesaving equipment ensured a critically injured motorist would survive.

We are working diligently on two very long term projects, our CAD/RMS replacement and Police Facility project. We have begun implementation of the software and will soon move into the design phase for our building. As we continued to grow and learn together, we will strive to continue and make progress against crime in our community and work to keep our citizens safe. The population has grown significantly and our activity and calls for service continue to increase as well. This significant growth has created a need for us to proportionately increase both sworn and professional support staff to address increased demands.

We are moving forward emphasizing teamwork. A team within our Department, a team within our City and a team with our public safety partners. We are able to pool our resources, knowledge and experience to meet challenges each day. I am excited about the good work of our Department and our City. I hope as you review this report, you are able to see the unselfish commitment and dedication each of our employees have in reducing crime and the fear of crime as we strive to sustain and enrich College Station’s high quality of life.

Sincerely,

SERVICE TO OUR COMMUNITY



CSPD Goals and Objectives for our Community

Our agency strives to improve the delivery of our public safety services by maintaining a body of standards developed by public safety practitioners and establishing and administering a continuous improvement inspection process that will ensure we institute and sustain professional excellence. The College Station Police Department is committed to the voluntary processes of CALEA Accreditation and Texas Law Enforcement Best Practices. These programs assist us in the efficient and effective delivery of service, reduce our risk and ensure we protect individual rights.

The goals of the College Station Police Department are to Reduce Crime, Reduce the Fear of Crime, Improve the Overall Quality of Life in the Community, and to Build and Maintain Effective Partnerships. These continuous improvement practices provide the mechanism to deliver a recognized management system, sound training, clearly defined lines of authority, and improved decision-making processes. By becoming more accountable, we reduce our risk and liability and increase our community advocacy. We are committed to making this community a safe place to live. However, this extends beyond enforcement of laws. Integrity and accountability are encompassed in our

values of "S.E.R.V.I.C.E."; selflessness, excellence, respect, vigilance, integrity, collaboration, and ethics.

This year both our Law Enforcement and Public Safety Communications functions were reviewed at a National and State level by the Commission for Accreditation in Law Enforcement Agencies and the Texas Police Chief's Association. In May our Department received recognition from the Texas Police Chief's Association for meeting their established best practices. The Department was "commended for its commitment to the process and for raising the bar for Texas law enforcement". In November, CALEA recognized our Department with an Excellence Award for both programs. This provides our agency with an opportunity to be further recognized for the "effective use of accreditation as a model for the delivery of enhanced public safety services and management professionalism". Of the 1,913 law enforcement agencies in the State of Texas, only 3% of those agencies are recognized.

Best practices and attaining accreditation demonstrates to our community that we are committed to maintaining the highest standards of professional excellence in law enforcement service.



OFFICE OF THE CHIEF



Internal Affairs

The overall integrity of the College Station Police Department depends on the integrity of each individual employee. As a police agency, we must be worthy of the trust placed in us by the public. The public image and reputation of the department is affected by the responsiveness to allegations of misconduct, whether serious or minor. This unit also provides methods for citizens or department personnel to compliment or commend an employee for a job well done. We are still working through the use of our new software that was implemented last year. Ensuring the metrics are available to analyze our statistics regarding use of force, pursuits, complaints, grievances, fleet accidents and employee injuries. Analyzing these events can ensure we are providing the best level of service to our community and keeping our citizens and employees safe.

Continuous Improvement

Continuous improvement offers our Department opportunities to improve our service and processes. CALEA accreditation is the cornerstone that distinguishes the College Station Police Department with qualities of professionalism, integrity, diversity, continuous improvement, objectivity, credibility, consistency, knowledge, experience, accountability and collaboration. CSPD maintains programs for both law enforcement and public safety communications. In April we worked collaboratively with Bryan PD and Texas A&M University Police to host a conference of accredited agencies with over 50 departments from four states in attendance.

In May the Texas Police Chief's Association representatives also inspected our operations and submitted a recommendation for our agency to be recognized as in compliance with Texas Law Enforcement Best Practices. In August we completed a concurrent inspection of both our law enforcement and public safety communications operations by a CALEA assessment team resulting in reaccreditation "with excellence". A new staff meeting format was implemented with reoccurring agenda items to provide for more accountability. And, the citizen survey format was changed and implemented as a monthly survey to have more relevant feedback from our community. This section also manages compliance inspections and works with subject matter experts from respective divisions to ensure

our practices conform to our policies. The Annual Report and Strategic Plan are also conducted out of this unit.

Joint Terrorism Task Force

It is the policy of the College Station Police Department to deter, defeat and respond vigorously to all terrorist attacks on our territory and against our citizens or facilities. The department works with the Federal Bureau of Investigation to share information and resources that will ensure a unified response to protect our communities against threats to national security. Personnel are assigned to work with area agencies to maximize cooperation and address investigations. Employees assigned to this function participate in regional briefings with the Houston JTTF and receive information covering a 40,000 square mile territory with 35 other local, state, and federal agencies. Up-to-date and trending information regarding potential threats to global, national, or local security are provided through this joint operation.

Administrative Services

Administrative Services consists of a Staff Assistant to the Chief of Police and secretarial staff. These employees provide clerical support for the Chief as well as department employees by handling payroll, accounts payable and purchasing functions. They maintain training records and coordinate travel arrangements for staff, process time sheets and transcribe Internal Affairs audio tapes. They are also responsible for daily operations, including routine phone calls, maintaining office files and other related duties. Our Department lost a wealth of institutional knowledge when long-time Staff Assistant, Cheryl Weichert retired after almost 37 years of service to our community.

Volunteer Program

The College Station Police Department has a volunteer program comprised of individuals who share their time and special skills to benefit the department and the citizens we serve. We maintain a Chaplain corps made up of local clergy who volunteer their time to assist and interact with department employees, better understand the police culture, work with employees through personal or family counseling and provide officers assistance with death notifications or traumatic incidents. In 2015, the department had 11

OFFICE OF THE CHIEF



volunteers, 9 interns, and 5 Chaplains. Those volunteers provided over 5,700 hours of unpaid work in various divisions within the department. The value of those hours worked was estimated at almost \$126,000. This does not include our Citizen Police Academy Alumni Association who volunteer for events that include the Annual Easter Egg Hunt, Father Fish, National Night out and providing meals for our on-duty personnel during busy college football weekends. This year our department added two coordinators from the ranks of our existing volunteers. These two individuals help coordinate the applications process and conduct backgrounds to expedite the application.

Honor Guard

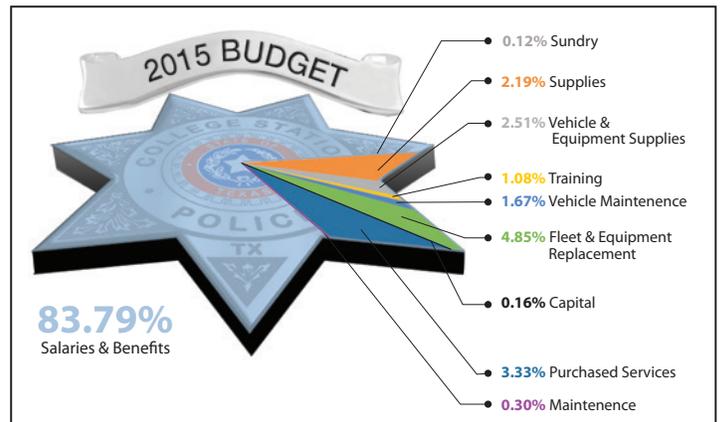
The Honor Guard consists of selected members of the College Station Police Department who represent the department at special events, formal occasions and memorial services. Each year the department hosts a ceremony to commemorate officers lost in the line of duty during National Police Memorial Week. Members of other area Honor Guards also participate in the yearly commemoration. CSPD Honor Guard members paid tribute at services for two retired CSPD officers, a Brazos County Deputy, Corpus Christie Police Chief, Hutton Police Officer, Retired CSFD, Harris County Deputy line of duty death and attended our local Fire Fighter Memorial Service.

Public Information

A favorable public image is important to any governmental agency. For a police department to operate in an efficient and effective manner, this favorable image is vital. The news media and individual citizens play a primary role in shaping public opinion and attitudes regarding police services through the reporting of both positive and negative incidents. CSPD desires to foster a climate of cooperation with citizens and the news media with prompt, accurate, and courteous release of information. In 2015, the Department managed over 1,550 media requests and press releases to the public and media regarding incidents within our community, 32 of those were traffic related and 70 were public service announcements. Our Department PIO is also responsible for our webpage content and updates.

Police Legal Advisor

In 2013 the Police Legal Advisor position was created under the direction of the City Attorney. This position provides legal advice, counsel and training to the police department. In 2015 our legal representative taught over fifty hours of proactive training to police officers. Also, to keep the police department current on new laws there were six legal memos drafted and a legal article published in IACP Police Chief Magazine. The Advisor reviewed, advised and drafted numerous contracts ranging from inter-local agreements, software licensing, implementation and maintenance agreements, and equipment purchases. We also drafted ordinances, researched police policies and procedures and worked on police personnel matters. In 2015 over eighty different assignments for the police department were completed. The projects where the majority of the time was committed consisted of the Transportation Network Ordinance, Retail Store Video Surveillance Ordinance and the CAD/RMS project contracts.



Salaries & Benefits - 15,355,600
Supplies - 1,049,653
Maintenance - 400,574
Professional Services - 128,266
Purchased Services - 158,649
Other Purchased Services - 461,549
Replacement Items - 1,206,807
Capital Outlay - 78,059
Miscellaneous - 35,093

BUILD AND MAINTAIN EFFECTIVE PARTNERSHIPS

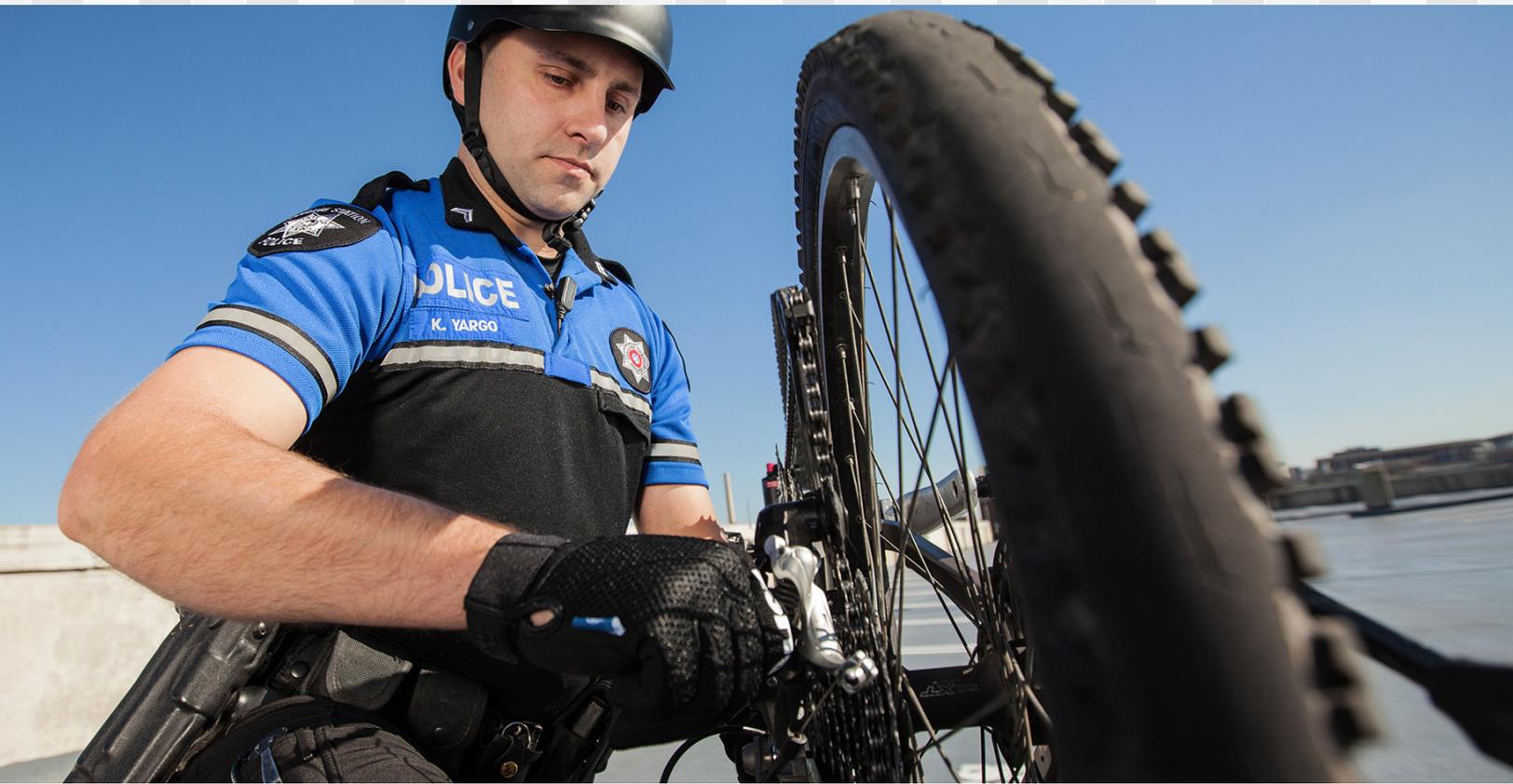
This past year the College Station Police Department has worked to build and maintain effective partnerships with our community. Major milestones include the implementation of on-officer video recording system, a satellite office in the Northgate District, and increased community events that bring us closer with the members of our community.

The College Station Police Department is committed to the belief that on-officer video recordings are an important and valuable tool for law enforcement. The use of on-officer recorders is expected to promote officer safety, strengthen police accountability, create a greater operational transparency, provide for more effective prosecution, and create a win-win situation for personnel and the community we serve. We started off 2015 by deploying fourteen body cameras for our motorcycle and bicycle officers. The initial project was a proposed solution for our College Station Tourism and Entertainment Police (CSTEP) unit working in the Northgate area but was expanded to include our Motorcycle Unit. With increased scrutiny of law enforcement actions, this technology will assist us in the performance of our duties and promote positive relations during our contacts. The Department will research the possibility of expanding to all first responders in the coming year.

In May, the Department opened a new work space in the Northgate District in partnership with St. Mary's Catholic Center. This will centrally locate the space for CSTEP and allow ease of access to the bar and restaurant district as well as other tourist locations in our community. Being more visible and actually working in the location they serve provides for a more cooperative and trusting relationship with the public. Since implementation the business owners have noticed a decrease in crime and a more customer friendly approach to policing. Our Department is committed to serving our community through many events where we provide education on safety and crime prevention. Our Community Enhancement Unit has completed security surveys, given youth related presentations, appeared on local media, partnered with Texas A&M University Student-Life Services and contacted numerous citizens, businesses and apartment complexes in furtherance of our partnership with our community. This venue for open communications aids the Department in jointly solving problems with our citizens.



FIELD OPERATIONS BUREAU



Crime Analyst

The College Station Police Department utilizes a dynamic approach to crime reduction, quality of life improvement and resource management by employing a CompStat methodology. On a weekly basis, department personnel compile statistical summaries of significant events and our analyst looks for patterns and trends that would indicate a need for specific deployments. This position reports to the Lieutenant of the Community Enhancement Unit in order to facilitate communication with our line personnel. A "Heat Sheet" details the most urgent information available from our CompStat briefings and bulletins. The Heat Sheet is accessible from all patrol mobile data terminals again streamlining the information sharing process. Our Department also participates in regional anti-gang meetings to include the Houston Fusion Center for interaction with local, state and federal agencies.

Patrol Operations

Maintaining a competitive pay and benefit structure resulted in the appropriation of funds in the amount of \$824,946 for targeted pay increases for sworn positions in the Police

Department. This increase brings pay and benefits into competitive range with surrounding law enforcement agencies. We still have work to do, but this will at least make us competitive in the local market.

Due to the growth of the City combined with strained staffing levels, we presented a proposal that would change the process of accruing holidays in the patrol division. The shift relief demands necessary to accommodate holiday leave were excessive so we proposed paying out the city recognized holidays on the day they occur. We received approval for this request as well as the approval to compensate officers at time and a half when working on a city recognized holiday.

In 2014 we were able to purchase and deploy 12 additional TASERS which brought us to a 64% deployment among our patrol officers. We worked to ensure all patrol officers have an alternative use of force available during their tour of duty. In 2015 we were granted a request for 65 additional TASER devices to equip all of our patrol personnel with this alternative response to resistance. Funds were also granted for a Patrol Rifle and Shotgun replacement and the addition of mounted lights and new holsters.

FIELD OPERATIONS BUREAU

Other accomplishments included the implementation of the Corporal positions to establish an intermediate rank, participation in a DWI Selective Traffic Enforcement Program, implementation of 90 cameras at 30 intersections for real-time footage from the Intelligent Traffic System, and the addition of one License Plate Recognition camera to our patrol fleet.

School Resource Officers

We deploy a police officer in each High School and one in each of the two Middle schools. The officer’s primary duties are to act as security for their respective schools. Their secondary duties are to act as a mentor to the children on their campus. These officers respond to calls for service in their schools and remove this demand from the patrol officers. The officers follow up on incidents involving students at their particular schools and work with parents and administrators to make a difference!

Mentoring	242
Calls for service on campus	203

CSTEP

The College Station Tourism and Entertainment Police (CSTEP) Unit was implemented to allow a more proactive approach with residents and tourists around hotels and restaurants while still providing adequate coverage at our late night entertainment venues. Each officer is trained in tourist-oriented policing to work proactively with our community. In years past, these officers responded to the Northgate area from the Police Department and were required to take time for equipment deployment and storage. The Northgate Office was opened as a space that will allow CSTEP Officers an opportunity to save hours in travel time to and from the main Police Department building. This annex has work stations with desks and computers

for report writing, a locker room and bicycle repair area, a briefing room and an office for the supervisor. The Executive Director of the Northgate District Association stated “business owners have noticed a decrease in crime and amore customer friendly approach to policing” since this new implementation.

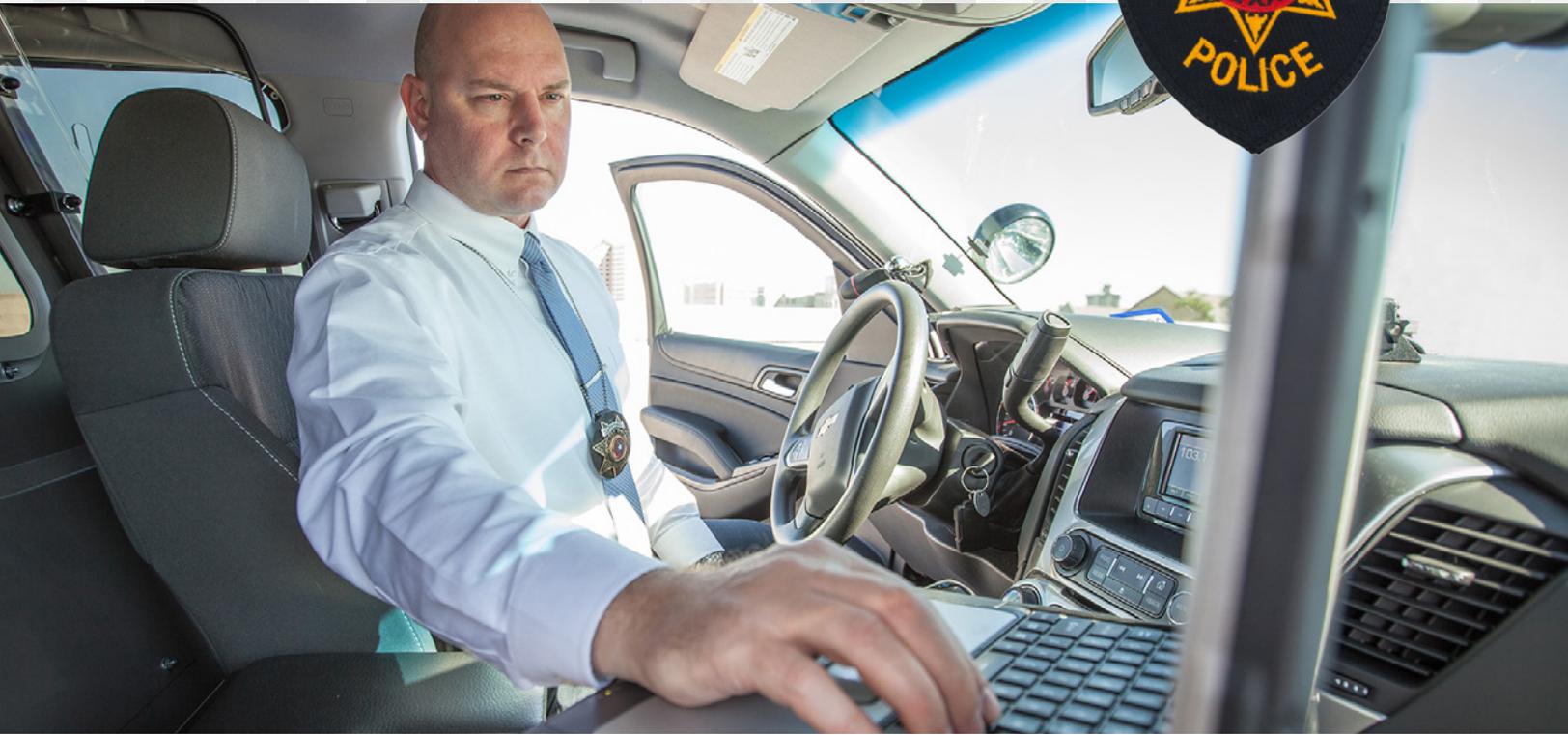
CEU

The Community Enhancement Unit was established to enhance communications between the Department and our citizens. We have worked to create a proactive partnership with the community to solve problems in our jurisdiction. This past year has focused on building relationships with our citizens and CEU hosted the 52nd annual session of our Police Academy this year. A partnership with Voices for Children and the City of College Station made Father Fish possible, a day of fishing and free entertainment as a way to honor fathers and father figures. Coffee with a Cop was hosted at our local Lincoln Center as a way to spark dialogue and encourage citizens to interact with Officers in a positive environment. Other outings included National Night Out, International Student Conference, continued work through NextDoor.com, Shattered Dreams with our local high school, and various Home Owner Association meetings. This unit worked closely with area convenience stores to draft and implement an ordinance regarding required video recordings. And, once the state passed the “open carry” law, officers worked to conduct training with department and City personnel.

Business, apartment & citizen contacts	433
Youth related presentations	37
Youth contacted	4,200
Media presentation	5
Community events	177
Public appearances	87



REDUCING CRIME



On a continual basis we work to find ways to address the criminal element within our community. This unsavory component increases as our population increases, bringing in more vehicles and residents resulting in a more target rich environment. Although investigating crimes, in and of itself, cannot reduce crime; the fact that our investigators are making cases and removing criminals from the streets means our patrol officers will not have to encounter them and can concentrate on other perpetrators, reducing the number of offenders in our community.

One of our more successful property crime investigations this year included the arrest of four individuals who were targeting the residences of persons of Indian and Asian descent taking jewelry amounting to over \$1 million. Home surveillance video was collected and reviewed identifying a common method of operation. This information resulted in officers locating and stopping the suspects. Investigators interviewed the suspects and four arrests were made.

A string of thirty-one burglaries were also cleared with the ultimate arrest of three other individuals and a juvenile. One of the suspects had been identified in a previous set of motor vehicle burglaries and a warrant had been issued. CSPD Investigators were looking for the suspect when he was located in a rural area. Based on evidence at the scene a search warrant was obtained and a large amount of property was recovered clearing these burglaries and returning the possessions to rightful owners. Suspects in this case were charged with Engaging in Organized Criminal Activity.

Additionally, we were successful in developing enough probable cause to arrest two individuals for separate murder charges relating to offenses in our jurisdiction. The amount of time and effort that is expended in these cases is exponential, involving the entire investigations division to include our interns, volunteers, crime scene and forensic personnel and our victim advocate. Our detectives are dedicated to reducing crime in our community through diligent and persistent investigation.



OPERATIONS SUPPORT BUREAU

Bomb Squad

Bomb threats can disrupt normal community and business activities. The CSPD Bomb Unit has been serving the citizens of College Station since 1997. It seeks to minimize the danger and maximize the safety of our citizens, visitors and officers. The Bomb Unit consists of three part-time members, who serve full-time in other assignments and respond when needed to situations requiring their special skills. Each member maintains their specialized training from the Federal Bureau of Investigation and services the entire seven-county Council of Governments region. The team has access to x-ray equipment, specialized trailers, and a tactical robot capable of utilizing firearms, cameras and conducting surveillance. The team was approved for grant funding to upgrade the bomb robot software and hardware in the coming year and was reaccredited by the FBI for an additional five years.

Suspicious packages	5
Operations standby/special events	9
Presentations	3
Explosives/ordnance recovery	2
Tactical assists.	1

Criminal Investigation Division

The Criminal Investigation Division strives to provide the highest quality investigative support to the Department and citizens of College Station through follow-up on reported crimes. The Division consists of 13 investigators, two sergeants, one lieutenant, a crime victim coordinator, police assistant, crime scene technician and secretary. Personnel interview suspects and witnesses, analyze information and compile comprehensive and factual cases presented in court.

In March of 2015 a local convenience store clerk was attacked and kidnapped at an Exxon store in the early morning hours. The victim was found in the bed of a pickup truck later that day more than 175 miles away. Investigators worked with tips from the local community and video surveillance tapes to identify the suspect and determine the victim was kidnapped in his own vehicle. We were fortunate to have the suspect in custody in less than twelve hours. The victim died as a result of the injuries sustained during the incident and the prosecution is on-going.

The Division was also part of the successful prosecutorial conclusion of a capital murder case from 2011, resulting in the defendant being sentenced to death in October of 2015. We were able to add an additional Special Investigator this year, but have been unable to fill the position due to shortages

for patrol. This Division is utilizing four college interns and two volunteers to assist with routine case investigations to ensure we are providing the best level of service we can to our community. We have a dedicated volunteer who trains and conducts orientation for interns, volunteers and any new employees as they come through the division. The CID Secretary was trained this past year to have the ability to operate the state and national law enforcement computer system to assist in researching criminal backgrounds and entering of warrants for cases in the Detective Division. This will streamline the process for investigators during regular working hours.

Hostage Negotiations Team

The Hostage Negotiations Team (HNT) consists of six officers who serve as a part-time, on-call team that responds to situations requiring specialized negotiation skills. All HNT members are highly trained in communicating with persons involved in stressful, demanding and potentially deadly situations. The team responds to call-outs and works closely with the SWAT team. The team responded to six callouts, including an assist in another county and conducted three presentations. A majority of these incidents were barricaded subjects, with one incident being resolved by the negotiators prior to the tactical team's arrival.

Special Weapons and Tactics

The Special Weapons and Tactics (SWAT) unit is composed of officers selected from the police department and paramedics selected from the fire department. All SWAT team members participate in extensive training to physically and mentally prepare for high risk tactical operations. The SWAT Team's training, equipment and ability to work as a cohesive unit makes SWAT ideally suited to address those critical incidents that pose a higher risk of danger. The SWAT team routinely participates in joint operations with the Bryan Police Department SWAT, continuing a tradition of cooperation between our two cities. This past year the team responded to six callouts, assisted with one search warrant and made two presentations. These incidents included barricaded subjects, searching for a possible homicide suspect and assisting another county with a suicidal subject on a bridge.

Special Investigation Unit

The Special Investigation Unit (SIU) has the responsibility to investigate and concentrate on crimes related to narcotics,

OPERATIONS SUPPORT BUREAU

organized criminal activity, gangs, and violent crimes. Unit members work closely with other agencies and narcotics enforcement groups. They also provide educational programs for the community. One of our two Special Investigators was not able to work for three months and on light duty for two more months, limiting our ability to investigate these crimes. SIU recovered over \$20,000 in assets and \$195,339 in drugs in 2015.

Victim Witness Advocacy

The Criminal Investigation Division also has a victim/witness advocate available for our citizens. This program provides assistance to victims, witnesses or family members following a crime or traumatic event. The advocate can assist at any point during the criminal justice process. Support for victims or witnesses can consist of follow-up referrals to local social service providers and guiding them as they progress through the criminal justice system. We participate in a Victim’s Task Force with group members from our seven county Council of Government area. This Task Force discusses issues and trends with area victims and their needs. Our Advocate is also the Chair of the Brazos Valley Coalition against Domestic Violence. The advocate program also accepts interns from an undergraduate level from both Texas A&M and Sam Houston State Universities.

Traffic

The traffic unit is made up of four officers and a sergeant. They focus on traffic-related violations in high-crash and complaint locations to reduce the number of vehicle crashes in the city. The unit works on special assignments, such as motorcades, funeral escorts and collegiate team escorts. These officers also investigate and analyze vehicle collisions through a reconstructive process to determine contributing factors and identify causes of collisions. In addition to regular duties our Traffic Sergeant also assisted in training other motor units from outside agencies. We also acquired new motorcycles in January of this year.

Crash Scenes	30
Fatality reconstructions	5
Contacts in School zones	1,541

Recruiting and Training

The primary function of the Recruiting and Training Division is to coordinate the recruitment, selection and training of all

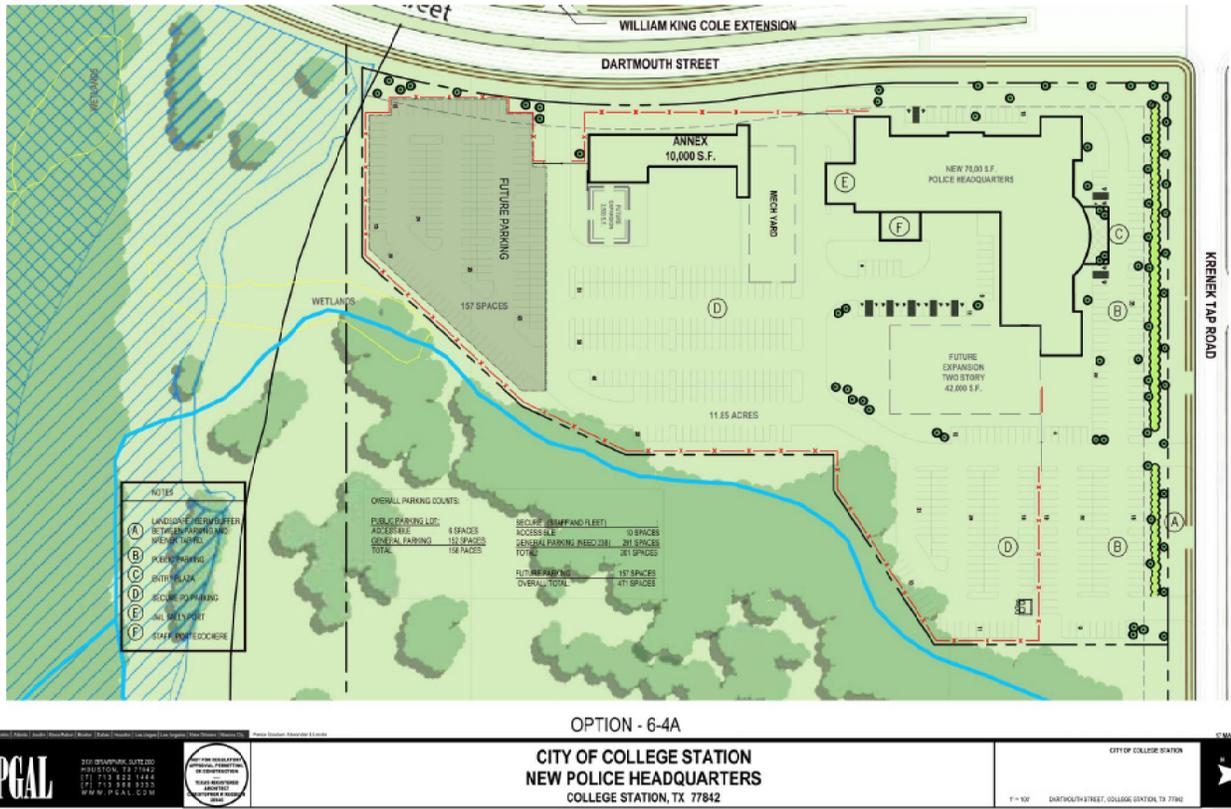
departmental employees, sworn and civilian. This division consists of one Lieutenant, two Sergeants, two Officers, a civilian training coordinator and a secretary. The biggest change this year was the addition of another officer to concentrate on recruiting activities. The two officer’s duties are divided among recruitment and training. The addition of the civilian training coordinator at the beginning of the year will prove to be an asset once that position can concentrate on those duties. With the retirement of the Administrative Assistant and other position vacancies, duties were delegated to several other positions and this has hindered progress for the coordinator. The implementation of new city-wide accounting system has affected our workload as well, with both the secretary and civilian training coordinator handling more of these fiscal duties. The Division continues to conduct in-service training as well as specialized training to enhance service delivery to our citizens. We are also participating in a joint venture with Bryan Police Department in the construction of the Twin Oaks Training Facility which will include a firing range and classroom space. Our Department transitioned back to 9mm firearms this year and also promoted a personally owned shotgun program to supplement the existing personally owned rifle program. A TCOLE inspection was conducted of our training files resulting in some minor adjustments to our process. The division was successful in establishing a lateral transfer bonus and bonus for certified officers to assist in our recruiting efforts. And, we have begun working toward a Mobile Field Force Unit in collaboration with other area agencies to address any civil protests or disturbances.

Applications processed	1,497
Hours of training	480
Positions filled	28 (13 sworn, 15 civilian)
Employment interviews	181
Background investigations	33

Crossing Guards

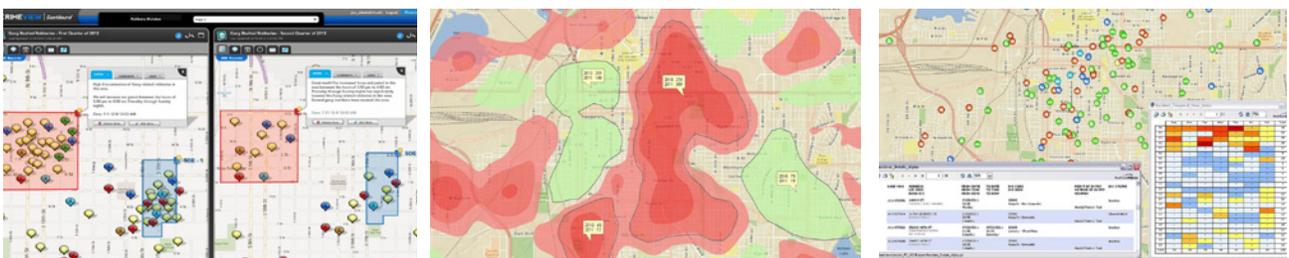
CSPD is responsible for school crossing guards and has 13 civilians who work from 1 – 2.5 hours at designated locations. Crossing guards are responsible for children safely crossing roadways around schools. Some have worked at their designated school locations for many years. This year one of our crossing guards was featured in the Pebble Creek Home Owner’s Association Magazine in March.

IMPROVING THE OVERALL QUALITY OF LIFE IN THE COMMUNITY



Since 2013 the Department has devoted a substantial amount of time to the selection and implementation planning for a CAD/RMS replacement project. The work with DeltaWRX, a public safety consultant, came to an end and we began the arduous task of contract negotiations with a specific vendor, TriTech. Discussions over needed interfaces and configuration of the products dominated the first part of the year, with contract negotiations and plans for implementation during the second half of the year. The retention of a project coordinator was accomplished in order to ensure a successful and smooth implementation during 2016 and 2017.

We continued moving forward to work with an architecture firm to evaluate our space allocations for a new Police building. The architect provided a concise report regarding our space limitations in the current location to our City Council and a new police facility was ranked as the #1 project from the Citizen's Advisory Committee. The firm has completed draft conceptual designs and we will begin working with internal subject matter experts to identify specific department needs and this may also include site visits to other facilities.



CrimeView Dashboard rests on ESRI's powerful ArcGIS Server mapping engine and organizes complex information from multiple databases into visualizations that provide an instant snapshot of current activity.

ADMINISTRATIVE SERVICES BUREAU

Information Services

The Information Services Division is comprised of the Records and Evidence sections, managed by the Information Services Manager. The Records section has four record technicians, and an Assistant Information Services Manager as well as a Police Assistant. Record personnel handle data entry, processing of reports, quality control of police reports, and open records requests. The Police Assistant is assigned the responsibilities of permitting taxis, wreckers and solicitors as well as alarm billing.

The Evidence section is responsible for maintaining the chain of custody of all items submitted as evidence and the unit is approved two Evidence Technicians to handle all of the Department's needs. The section is also responsible for monitoring an impound lot via a system of remote cameras. The manager conducted numerous evidentiary audits and has worked to destroy all evidence or property that is eligible. New state legislation resulted in the submission of sexual assault cases from prior years in an effort to identify any suspects in the CODIS database.

Reports and supplement records processed. .14,354 reports,
..... 7987 supplements
Public information requests processed 219
Evidence items received/disposed 11,162 received,
..... 6,773 disposed
Evidence items submitted to lab for analysis 765

Communications

The Communications Division is responsible for answering emergency calls, taking citizen requests for service, dispatching patrol units, fire apparatus and emergency medical services to include Emergency Medical Dispatch (EMD) function. A change in response to 911 wireless hang up calls was implemented because of a strain on patrol manpower as there was a very high percentage of calls with no exact location and it was determined that our resources were not being used effectively. The Division moved toward a requirement for headset use in the center to cut down on background noise and provide a more professional radio experience and upgraded our software and emergency medical dispatch pre-arrival procedures. Personnel operated out of our newly established backup site at CSFD station 6 for a twenty-four hour period during some communication

center repair work. Supervisor Brian Hagen was selected at the Regional Coordinator to the Texas Chapter of the National Emergency Number Association (NENA) and personnel assisted the local Scott & White Hospital system during their chest pain accreditation process. The Division experienced significant staffing issues and instituted several measures to mitigate the loss of personnel and attract new employees; a new recruiting video, new recruiting brochure, hiring of part-time personnel, and reassignment of other department personnel to assist with call taking.

Dispatch calls 274,918
Fire Incidents 8,283
Police Incidents..... 135,671
Calls to 911 37,316

Holding Facility

Personnel in the holding facility are responsible for intake and release of prisoners placed into the department's jail. The Holding Facility, for the first time, was assigned their own budget; removing the personnel, supplies, maintenance and expenses from the Communication budget and having a standalone allotment. The Supervisor implemented a recognition program driven by peer recommendations and identifies deserving Detention Officers for acknowledgment. A new screening tool was established for use in the booking process that will aid in identifying those prisoners who are classified as high risk. This will assist staff in mitigating risk by providing more frequent observation or using other resources for those who may be in crisis. Detention Officers were trained as instructors in order to facilitate defensive tactics training in the facility. Other training accomplished included Basic Corrections, Defensive Tactics, Inmate Rights and Privileges, Suicide Detection and Prevention in Jails, Interpersonal Communications in Corrections, and Use of Force in a Jail Setting.

Holding facility prisoners processed 7,236
Meals served 5,516

Technical Services

The technical services coordinator is responsible for coordinating, maintaining, implementing, training, and troubleshooting all computer-related issues within the Police

ADMINISTRATIVE SERVICES BUREAU



Department building and in police vehicles. In addition to troubleshooting the computer systems, he maintains the telephones, radio systems, and emergency power systems. The Technical Services Coordinator was also a key part of our CAD/RMS evaluation process. And, with the approval to hire a Public Safety GIS Analyst to complement our technical services we are hoping to work toward complete implementation of our CAD/RMS mapping solution.

Support Services

This division consolidates several of the support functions required to ensure efficient operations of the department as a whole. The Division consists of Animal Control Services, Fleet Services, and Quartermaster. Division personnel

worked to renew a contract for animal control services with Texas A&M University. This was a time consuming process but was accomplished so we can continue our relationship with the University. Animal Control personnel presented training regarding rabid animals for patrol roll call and we were successful in adding a Supervisor to the unit to manage the day-to-day operations. The manager implemented a Fleet Advisory Committee to assist in gathering feedback for our vehicle configurations and operability, and personnel worked to reconfigure the compartments in the Tahoe for ease of operations. Our Quartermaster worked to diligently complete several year-end purchases to ensure we could obtain needed equipment.

REDUCE THE FEAR OF CRIME



It takes our entire department working with the community to improve the quality of life here in College Station. This last year four men were arrested for committing a string burglaries from houses of people of Indian and Asian descent. This string of lunch-time burglaries included jewelry valued at over \$1 million dollars. Four people of South American origin, believed to be from Colombia, were arrested and charged with those burglaries.

Just to show how interconnected our Department becomes when a large scale incident occurs we wanted to relate how this all came together.

Detectives is usually the first place the dots are connected, a CID supervisor reads all reports daily and in September noticed the third similar type burglary within the month. There had been similar burglaries two years ago, but those stopped and it appeared they were beginning again. Information was provided to the entire Department to be aware of particular days and times. Approximately three weeks later, more information was developed and requests were made for Patrol officers to canvas neighborhoods after taking burglary reports and try to recover any home surveillance footage that may be available. With the help of their **Volunteers and Interns**, hours of video was scoured to help develop suspect information that could be distributed to help in catching or identifying these culprits.

Our **Information Services** personnel processed all reports and information so the **Crime Analyst** could put together a map of burglary locations, created a flyer for area law enforcement agencies and broadcast the directed patrol for targeted neighborhoods while working to look for connections between the victims. Patrol worked to canvas areas and close patrol targeted areas to search for vehicles matching the descriptions that were developed from video leads and other intelligence. The **Community Enhancement** Unit worked with the Community to help them be involved and serve as a valuable asset during

meetings with people from the neighborhood providing information that would become useful in working through the crime patterns and trends.

On the day these burglars were caught, it all started with officers working the directed patrols and detectives who were in plain clothes and unmarked vehicles working surveillance in the targeted areas. Patrol officers spotted a vehicle that matched a previous description of one of the suspects and vehicle eluded keeping the officer searching the neighborhoods repeatedly. Then a call came into the **Communication Center** from a man whose wife had come home to find someone inside their residence. The call to dispatch was then broadcast to all available units while they simultaneously worked to cover the radio traffic regarding the continued search for the vehicles which fled earlier over multiple channels. In all there were eighteen units being tracked between the two calls for service and personnel worked to check identities on all suspects and vehicles, linking the wreck to the activity involving the original suspect.

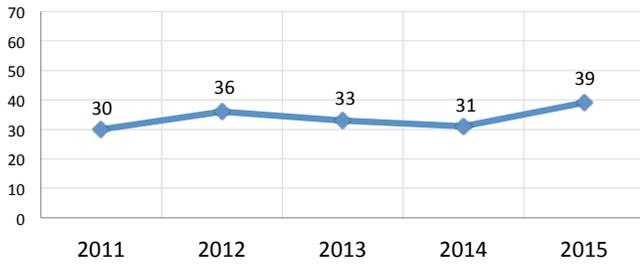
Our **Special Investigative** Unit members were deployed to check the area in plain clothes and everyone within radio earshot heard the descriptions going out. **Patrol Officers** located one of the vehicles and made a traffic stop which ultimately ended up in three arrests. One of our Detectives was on his lunch hour and located the first suspect vehicle, making a contact in plain clothes, and arresting a fourth. Local Constables also responded to assist with traffic diversion until more patrol officers could get on scene.

Our **Crime Scene** Unit played in integral part in evaluating the evidence recovered from the suspects and our **Holding Facility** personnel were diligent in ensuring the suspects were isolated to maintain interview integrity and proper foreign consulates were notified of the arrests.

As you can see, it takes a team! Our team consists of every division of our department and our Community! Together, we can improve the overall quality of life for our citizens.

SIGNIFICANT ACTIVITIES

Robbery



Burglary



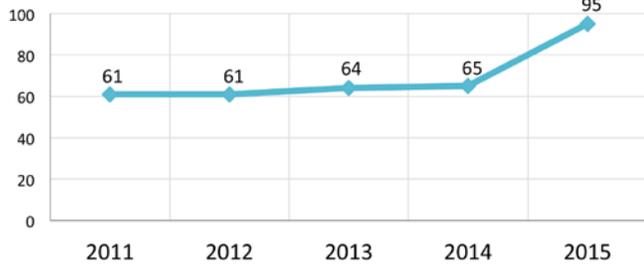
Theft



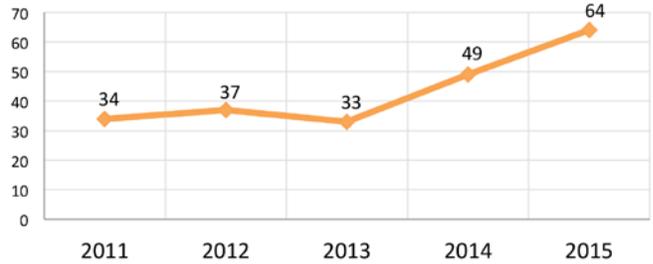
Burglary



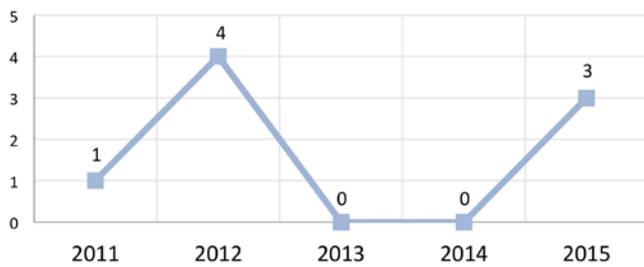
Aggravated Assault



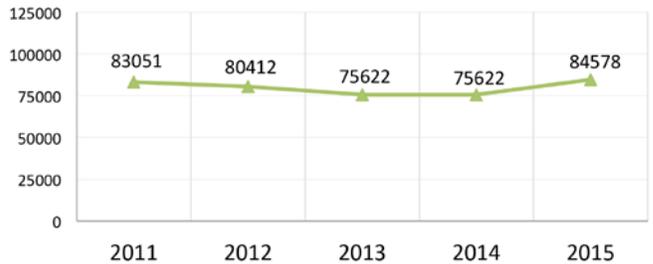
Sexual Assault



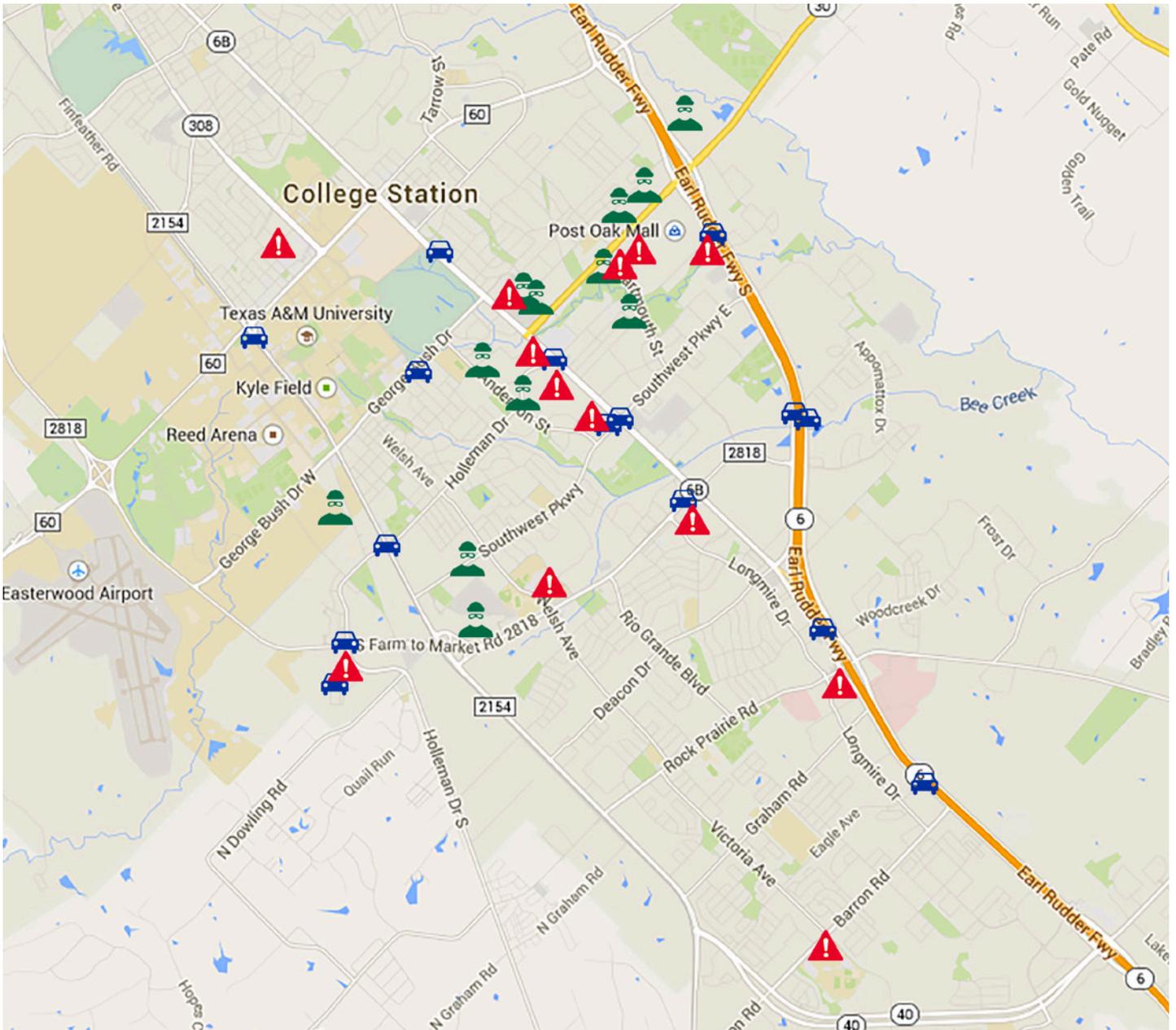
Murder



Calls For Service



SIGNIFICANT ACTIVITIES MAP



High Theft Locations



High Motor Vehicle Burglary Locations



High Burglary Locations



PERSONNEL CHANGES

New Hires

Secretarial Staff

Tracy Rand
Erin Murany

Anthony Ramirez
Hailey Tullos
Paul Vest

Sterling Sheppard
Rebekah Harvey

Benjamyn Blamires
Bradley Carpenter

John Warapius
Nathaniel Graves

Christopher Suel
**Communications
Operators**

Alyssa Biedeger
Shelley Smith
Malcolm Thomas
Jenna Fry
Skyler Hood
Victoria Mathis

Alea Perkovich
Seth Watson
Anissa Laurent
Alex Figuero

Holding Facility

Adam West
Adam Mullins
Daniel Mears

Records Technician

Kathryn Urwitz

Animal Control Officers

Florent Delesque
Kaitlyn Pocock

Separated

Police Officers

Jeffery Winney
Kirk Webb
Ryan Clements
Kimberley Jones
Brent Abbey
Thomas Cline
Hailey Tullos
Anthony Ramirez
Jordan Kalis
Trisha Ford

Communication Operators

Amanda Vela
Talena Butters
Chelsea Spracklen
James "Ted" Thompson
Nick Sutton
Olivia "Joy" Galvan-Carrillo
Cherissa Leftwich
Katie Fung
Shelley Smith
Alea Perkovich

Detention Officers

Daniel Mears

Evidence Technician

Crystal Templeton

Police Assistants

Carol Jordan

Retirements

Calder Lively – CEU Sergeant
Cheryl Weichert – Admin. Assistant
Tammi McGee Williams – Senior
Record Technician

Promotions

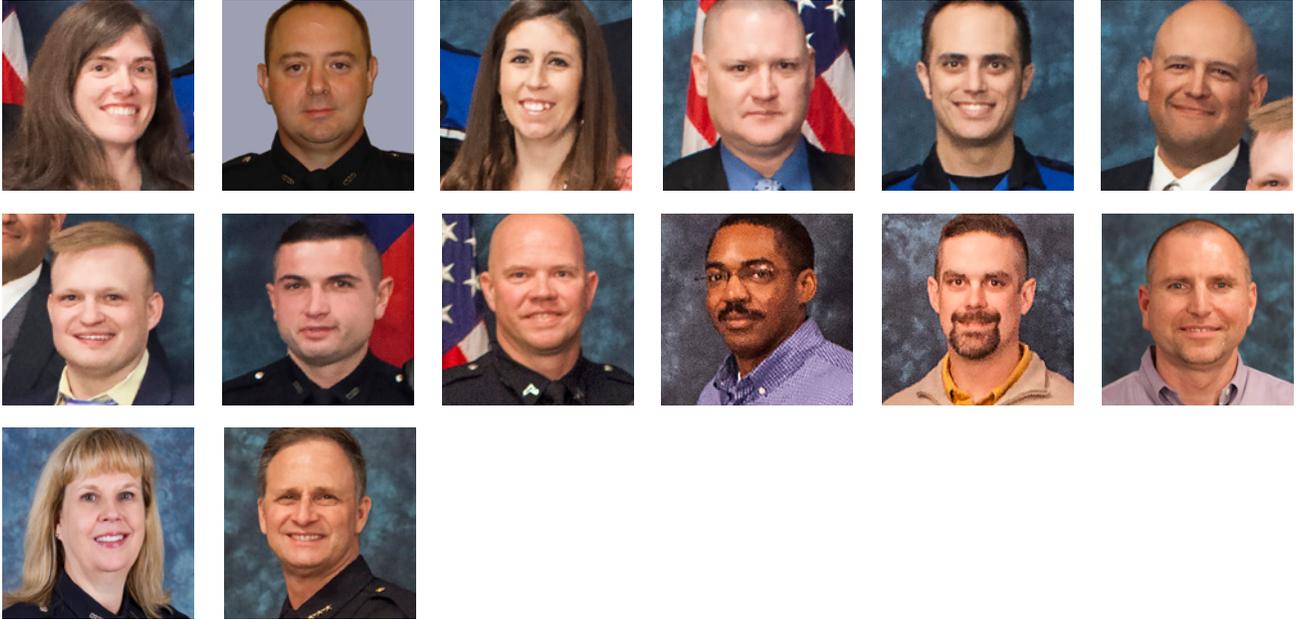
Thomas Brown, Lieutenant
Steven Taylor, Sergeant
Ken Petereit, Sergeant
Paula Roberts, Assistant
Information Services Manager
Maria Wysong, ACO Supervisor

Internal Transfers

Valerie Andrews –
Civilian Training Coordinator
(former Recruiting Secretary)

Kimberley Jones –
Detention Officer
(former Police Officer)

ANNUAL AWARDS



(ROW) 1 5 years Paula Roberts, Mikel Stephens, Christina Provazek,
Robert Greenawalt, Tristen Lopez, Tony Gonzales,

(ROW) 2 5 years Kyle Zulkowski, William Matush
(not pictured) - Jennifer Ginsel, Gatlin Kling

10 years Andy Drake, Chad Jones

10 years Matt Ford,
(not pictured) - Trisha Ford

15 years Danny Junek
(not pictured) - James Elkins, Robert Shumaker,
Benton Keough

(ROW) 3 20 years Rhonda Seaton
(not pictured) - Tammy McGee Williams,
Adrienne Bishop, Julia Franz

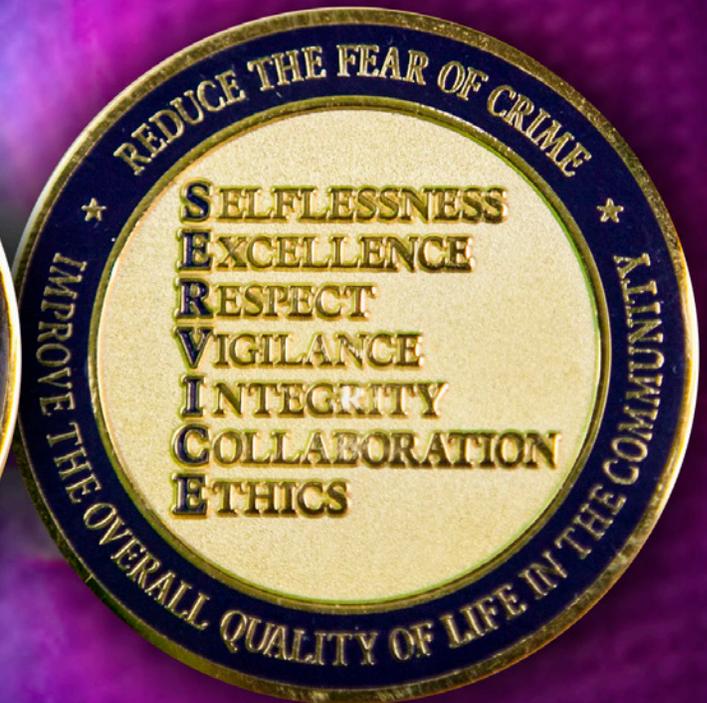
30 years Scott McCollum



ANNUAL AWARDS



- (ROW) 1 Medal of Honor Patricia Marty, Brit Lopez
 Life Saving Awards Matt Newton, Cody Osborne
 Police Officer of the Year George Humes
 Sworn Supervisor of the Year Shannon Ballard
- (ROW) 2 Outstanding Unit Citation CEU, Chris Perkins, Sean Beatty, Dustyn Jansky,
 Jay Matush, Andy Drake
 Rookie of the Year Kortney Parchman
- (ROW) 3 Civilian Employee of the Year Valerie Andrews
 Outstanding Service Awards Katy Reiter, Amanda Money, Mike Lundy,
 James Arnold, Florent Delesque
- (ROW) 4 Outstanding Service Awards (con't) Maria Wysong, Chris Brannan,
 Ashley Wilhelm, Jonathan Shugart
 Volunteer of the Year Mr. Mark Middlebrooks
 Citizen Awards **(not pictured)** - Joel Luce, Greg Stuenkel, Joe Bessner,
 Citizen Police Academy Alumni Association, HEB
 Outside Recognition **(not pictured)** - Derick Cooper – Kiwanis Officer of the Year
(not pictured) - Garett Birdwell – The Eagle Reader’s
 Choice Police Officer



CITY OF COLLEGE STATION

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cstx.gov/police



The College Station Police Department is an accredited law enforcement agency and meets the high standards of the Commission on Accreditation for Law Enforcement Agencies and Public Safety Communications.